

**To:** Hoagland, Matt[Hoagland.Matt@epa.gov]  
**From:** Houlihan, Damien  
**Sent:** Wed 10/1/2014 1:21:44 PM  
**Subject:** FW: EOY FY14 Results and FY15 Goals 090214 .docx  
EOY FY14 Results and FY15 Goals 090214 .docx

Matt –

I'm not sure you got this.

Damien

**From:** Webster, David  
**Sent:** Tuesday, September 30, 2014 4:21 PM  
**To:** Houlihan, Damien; Houlihan, Damien; Murphy, Thelma (Hamilton)  
**Subject:** EOY FY14 Results and FY15 Goals 090214 .docx

Thelma, Damien, and Matt,

Thank you for a great year. There is no where I'd rather be and no people I'd rather be working with. You bring out the best in the people you manage and make EPA. OEP and the Water Permits Branch a supportive, rewarding and hopefully enjoyable place to work. .

Please find attached my first draft of a summary of FY14 results that you made possible through your efforts and the work of your sections as well as FY15 goals. It is all subject to your comment – what I mentioned, what I left out, how I said it, and the goals for next year. I plan to distribute a version of it the Branch, Ken and Lynne, and use it as notes for recognition for FY14 and setting informal goals and more formal (PARS, HQ ACS targets) plans for FY15. (I'll dig out a similar document from a year ago so you can see how much of your planned work you accomplished.)

Thanks again. Happy New Year.

David